*No. L.B. 7352—V.P. 4-49-86, dated 12th January 1950.*

Whereas it appears to the Government of His Highness the Maharaja of Mysore that the undermentioned land situated in Venukal Gudda Village, Hiriyur Taluk, Chitaldrug District, is needed for a public purpose, to wit, For keeping the space open for the use of the public; notice to that effect is hereby given to all whom it may concern, in accordance with the provisions of Section 4 (1) of the Land Acquisition Act of 1894, as amended by the Land Acquisition Amendment Act No. I of 1927, and the Government hereby authorise the Deputy Commissioner, Chitaldrug District and his subordinates and also Assistant Commissioner, Chitaldrug Sub-Division, to exercise the powers conferred by Section 4 (2) of the Act. Under Sub-Section (4) of Section 17 of the Land Acquisition Act of 1894, as amended by Act No. I of 1927, the Government direct that, in view of the urgency of the case, the provisions of Section 5-A of the Act shall not apply to the acquisition of the land noted below.

Chitadrug District, Hiriyur Taluk, Dharamapura Hobli, Venukalgudda Village.

Khate No. 165, in the khate Veerannaiah and in the anubhava of Veerannaiah and bounded on the North by village Panchayet Hall and Government Land, South by Khate No. 239, East by Path and West by Government Site and Chavadi, the area required being 110 Sq. yards.

*No. L.B. 7353—V.P. 4-49-87, dated 12th January 1950.*

Under Section 6 of the Land Acquisition Act of 1894, as amended by the Land Acquisition Amendment Act No. I of 1927, the Government of His Highness the Maharaja of Mysore declare that the land measuring 110 Sq. yards be the same a little more or less is needed for a public purpose, to wit, For keeping the space open for the use of the public; and under Sections 4 and 7 of the same Act, the Assistant Commissioner in charge of Chitaldrug Sub-Division is appointed to perform the functions of a Deputy Commissioner under the Act and directed to take orders for the acquisition of the said land. Under sub-section (1) of Section 17 of the Act, the Government further direct that the possession of the said land may be taken on the expiry of fifteen days from the date of publication of the notice mentioned in Section 9 (1) of the Act. A plan of the land is kept in the Office of the Sub-Division Officer, Chitaldrug Sub-Division, and may be inspected at any time during office hours.

Chitaldrug District, Hiriyur Taluk, Dharamapura Hobli, Venukal Gudda Village.

Khate No. 165, in the Khate of Veerannaiah and in the anubhava of Veerannaiah and bounded on the North by Village Panchayet Hall and Government Land, South by Khate No. 239, East by Path and West by Government Site and Chavadi, the area required being 110 Sq. yards.

SYED ABDUL ALEEM,
*Revenue Secretary.*

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## LAW SECRETARIAT

Dated 25th April 1950.

**No. L. S. 284—L.W. 29-50-8.** In pursuance of sub-section (4) of section 12 of the Mysore Labour Act, (Act XIII of 1942) His Highness the Maharaja of Mysore is pleased to direct the publication of the accompanying report of the Chief Conciliator in Mysore, Bangalore, in respect of failure of Conciliation Proceedings in the dispute between the Government Electric Factory Labour Association and the concerned Management in regard to a Notice of Change dated 8th February 1950 by the Labour Association putting forth certain demands.

By Order of His Highness the Maharaja of Mysore,

B. S. PUTTASWAMY,
*Secretary to Government,*
*Law Department.*

## OFFICE OF THE CHIEF CONCILIATOR IN MYSORE, BANGALORE.

Dated 17th April 1950.

**No. C. C. 61—49.50.**

To

The Secretary to the Government of Mysore,
Law Department, Bangalore.

Sir,

The present dispute arose out of the Notice of Change dated 8th February 1950 given by the Government Electric Factory Labour Association, Bangalore City, to the Management. The Notice of Change sets forth 11 demands and to all these demands, the Management sent a reply on 21st February 1950. The demands put forward and the remarks of the Management are given below:—

| Demand of the Association | Reply given by the Management |
|---|---|
| 1. *Annual Increments*:— | 1. (*a*), (*b*) and (*c*): |
| (*a*) Usually given every year. | The present financial position of the Factory does not permit the grant of increments. |
| (*b*) Increments to all the employees both monthly and daily-rated and which is long overdue should be granted immediately. | Individual cases of hardship, if any, will be examined on merit as and when they arise. |
| (*c*) Some of the employees who have not been granted increments for the last 2, 3 or more years should be specially considered and granted adequate relief. | |
| 2. *Graded Wages and Salaries*:— | |
| The methods adopted hitherto in the granting of annual increments have not been based on any rational principles and have given rise to discontentment. Therefore a system of graded wages and salaries to all the employees of the Factory on a proper classification of the Artizans and other staff, should be introduced forthwith. | The present financial position of the Factory does not admit of any automatic increments as indicated. |
| 3. *Shift Allowances*:— | |
| (*a*) Employees who are made to work at odd hours during nights in shifts are subject to loss of health. As such, they ought to be paid suitable shift allowances as in other Industrial Concerns. | (*a*) As night shift is a normal feature of working in Industrial concerns, no special allowance can be given for night shift work. |
| (*b*) At present the shift workers are made to work continuously for eight hours without any respite or interval for lunch, etc. This is contrary to the Factory Act. At least half an hour should be given as interval and paid for as in | (*b*) Suitable arrangements for giving half an hour's interval in all shifts are being made. |

| Demand of the Association | Reply given by the Management |
|---|---|
| 4. *First Aid Facilities, Ambulance and Hospital* :— (*a*) The Factory has a strength of about 1,200 employees. Of these, about 300 men reside all round the Factory. Workmen will be on duty during all the 24 hours in shifts. Accidents are liable to happen at any moment. The present Dispensary with an Ayurvedic Doctor has been often felt inadequate to meet the needs in this behalf. (*b*) Therefore, we request that a first grade Allopathic Hospital should be established forthwith, with three qualified compounders for the three shifts, and an Ambulance Van for carrying emergent and serious cases to Victoria Hospital. | This is being considered. |
| 5. *Conveyance Facilities* :— (*a*) The Factory is situated more than 5 miles away from the residences of the employees and the employees are required to come to the Factory at odd hours in the night. Proper conveyance is not available and the employees are put to much inconvenience. (*b*) We, therefore, request that the Factory should immediately arrange to run necessary buses or provide with the facilities otherwise and so long as this facility is not provided, conveyance allowance to the employees should be granted. | The Bangalore Transport Co. has already been addressed in this behalf and the matter will be actively pursued. The Labour Association may furnish a list of employees who would undertake to pay the transport charges by deduction in wages, if so required by the Bangalore Transport Co. (*b*) The question of giving conveyance allowance to the employees does not admit of consideration as the grant of such allowance to the employees generally does not feature in Industrial concerns. |
| 6. *Victory Bonus* :— (*a*) The employees of the Factory, having made material and substantial contribution to the successful prosecution of the Second Great War are entitled to Victory bonus granted by the Government to the employees of the Mysore Iron and Steel Works, Bhadravati. (*b*) Though this matter has been repeatedly represented, no action seems to have been taken. We therefore request that Victory Bonus should be granted immediately since the Factory had made substantial profits during these war years. | (*a*) *and* (*b*) :— The financial position of the Factory being not satisfactory, it does not admit of payment of any 'Victor Bonus'. |
| 7. *Housing* :— (*a*) The employees are extremely hard hit for want of residential quarters as they are not able to rent out even small houses in the City with their meagre income. Life has thus become a burden rather than worth living. This fundamental necessity should be furnished immediately. The matter, though placed with the Chairman of the City Improvement Trust Board long back, has not come to any shape so far. (*b*) We request that immediate action should be taken to provide the employees with houses. | The Chairman, City Improvement Trust Board, who has been already addressed in the matter by the Director of Industries and Commerce will be urged for early relief being rendered. Every effort will be made to pursue the matter. |
| 8. *Increased Dearness Allowance* :— Cost of living is steeply raising day by day. The static D. A. paid in proportion to the salary or wages does not meet the actual needs in this behalf. We therefore request that the present D.A. should be increased at least to the level obtaining in other concerns like Hindustan Aircraft and Binnys. | No exceptional treatment can be given to the employees of this Factory, as an uniform set of rules had been laid by Government which is applicable to all Government Industrial Concerns. |
| 9. *The Unpaid Holidays* :— These unpaid holidays in a year as sanctioned by Government are advantegeous to only those who are on monthly salaries. The daily-rated employees are loosing their wages, for these ten days in the year, out of which one day has been declared as paid holiday (Ayudhapuja Day). It is very essential to treat all the employees equally. We therefore request that all the ten holidays should be declared as paid holidays for all the employees including the daily-rated. | This is being favourably considered. |
| 10. *Casual, Privilege and Furlough Leaves* :— (*a*) The daily-rated workers, though as important a factor as other in the order of things in a concern, they are always distinguished for discreminatory treatment in the matter of leave facilities, while the monthly-rated employees enjoy better treatment in this behalf. Thus furlough leave is denied to them though they are the mainstay for the prosperity of the concern. Again they are given only half the P. L. that is allowable to monthly-rated employees and no casual leave is allowable to a daily-rated emplyoee. (*b*) This state of invidious treatment requires to be levelled up in the interests of all concerned. (*c*) We therefore request that the daily-rated employees also should be entitled to all the leave facilities as allowed to others. | Leave privileges are governed by the Works Service Rules which are common to all Government-owned industrial concerns and there is no case for any special treatment to the employees of the Government Electric Factory in this behalf. |
| 11. *Bonus for* 1948-49 :— Every year bonus is granted to the employees and the same for 1948-49 is due to them. Hence we request that the bonus be immediately granted to the employees in order to serve as an additional intensive to them. | As the Factory has incurred a heavy loss during 1948-49 the grant of bonus for 1948-49 does not admit of favourable consideration. |

The Assistant Commissioner of Labour, Bangalore Division, held negotiations with the parties on 6th March 1950 but he was unable to bring about a settlement on any of the points in dispute. Finally, the dispute came up before me for conciliation on 13th April 1950. Sri E. Isaac, General Manager, assisted by the Financial Adviser and the Accountant of the Factory represented the Management, while all the Office bearers including the President Sri N. Madhava Rao appeared on behalf of the Association.

The Government Electric Factory belongs to and is managed by Government. The attitude of the management in regard to the several demands of the Association was explained by Sri E. Isaac. The Government have invested Rs. 88 lakhs on the concern but they are getting no return since the last ten years. The demands involve a recurring additional expenditure of the order of Rs. 2 lakhs per annum. Government have waived the recovery of interest on the capital invested from the year 1946-47, nevertheless, the working of the concern for the year ending the 30th June 1949 has shown a net loss of Rs. 51,400. The grant of one month's bonus to the employees for 1948-49 costs Rs. 40,000 and will go to swell the book loss. In 1947-48, the Factory made a small profit of Rs. 18,500 but this profit was converted into a loss by the payment of the usual bonus to the employees. Owing to the purchase of machinery in recent years in connection with post-war developments, the value of the machinery on the books of the Factory has increased from Rs. 12 lakhs to Rs. 18 lakhs, and the provision for depreciation at the prescribed rates absorbs a large portion of the profits. Some expansion schemes are on the anvil, and a few years are needed for the factory to come into full production. In the meanwhile, the manufactured articles have accumulated to the value of Rs. 8 lakhs of which 4 lakhs represent stock for which there is no demand. For the time being, the factory is suffering from excessive labour. The total number on the roll at the end of February 1950 was 1157. Eight hundred and seventy people are employed in the production departments of whom 550 are working against work orders and the balance of 320 are employed on routine jobs against 186 actually required. In the other departments too, the number working is atleast double of what is really required. If the Association agrees to the retrenchment of the surplus staff, appreciable savings can be effected which may be used for meeting some of the demands of the Association. As things stand, there is no possibility of accommodating labour.

The association is not prepared to consider any proposal for reducing the present strength in the number of persons employed in the Factory. In its opinion the resources and potentialities of the Factory are such that it can profitably employ at once atleast double the existing number. There is a lot of delay and redtape in sanctioning the proposals of the General Manager for expanding the activities of the concern. The Association expected that things would improve when the Board of Management was set up at its instance. But the results are highly disappointing. From the time it started the factory has made a net profit of over Rs. 4 lakhs and the Association cannot accept the contention of the Management that this amount is not available for ameliorating the conditions of labour on the plea that the profits made each year were adjusted to Government account. The Factory is one of the best equipped in India. It has a very efficient labour force which if given sufficient opportunity is capable of showing what it can do to make the factory prosperous by earning increasing profits every year.

On the individual demands, the President of the Association give me a written memorandum furnishing the views of the Association in regard to the contentions put forward by the Management. He was very anxious that the substance of this Memorandum should be incorporated in this report. But as the document is bulky, I have appended a copy of it as an annexure to this report.

Conciliations having failed, I make this report under Section 12 (4) of the Mysore Labour Act.

Yours faithfully,
K. SUBBA RAO,
*Chief Conciliator.*

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## SCHEDULE.

### GOVERNMENT ELECTRIC FACTORY LABOUR ASSOCIATION, BANGALORE CITY.

Memorandum of replies given by the Government Electric Factory Labour Association, on the several Demands in its Notice of Change dated 8th February 1950, during the Conciliation Proceedings before the Chief Conciliator on 13th April 1950.

1. *Annual Increments.*—The financial position of the factory is not the criterion for denying annual increments to the employees. The industry carried on in this factory is of a highly technical character which is capable of earning huge profits, provided a proper organisation is set up. The employees are in no way responsible for the financial losses of the factory. They carry out honestly whatever the management asks them to do.

Further, with modern machinery, skilled workmen and the Government itself at its back for the financial resources as well as the huge ever expanding Electrical Department as its foremost and main customer, we are surprised and confounded to hear that the factory is incurring losses. The Association therefore urges that this demand should be conceded immediately.

2. *Graded Wages and Salaries.*—The question of introducing a schedule of wages with graded salaries of pay is in force in almost all industrial concerns. This being a Government concern, there is more reason that such a schedule should be introduced forthwith, based on the wages obtaining to similar classes of work in such as Hindustan Aircrafts, Indian Telephone Industries Ltd., In fact it is our opinion that the non-existence of such a schedule has created a lot of confusion, and effected efficiency resulting in loss. The introduction of such a schedule will fix men in proper places according to their capacities for work, help recruitment and maintains contentment amongst employees.

The Management will also be saved a good deal of head ache in tackling the problem of increments every year if graded scales are introduced. The Association therefore urges this demand both in the interest of the Labour and Management and we wish to state in this connection that there has been a sad lapse on the part of the Management, in this behalf.

3. *Shift Allowance.*—(A) The percentage of employees against the total number who are working in shifts is nearly 25 per cent. In all industrial concerns shift allowance and night lunch and coffee or tea are provided. We do not agree with the Management that night shift in this factory is a normal feature and that no special allowance can be given for such work. As the shift workers have to attend and leave the factory at odd hours and have to work during night times, are subject to loss of health and as such they should be paid suitable allowances, *i.e.*, 10 per cent for the night shift and 5 per cent for the evening shift, as is being given in Hindusthan Aircrafts Ltd.

(B) Shift interval of half an hour should invariably be given under the provisions of the Factories Act. The Management on being pointed out this lapse in breach of act, have however agreed to conform with the rules, but they have not acted up to their promise so far. We wish to reiterate in this connection that this being a Government factory it is a pity that the legislative enactments in force are not followed, and as such half an hour's interval to the shift workers should be given immediately, and included in 8 hours shift work.

4. *First Aid facilities, Ambulance and Hospital.*—In this concern which is owned by Government employing about 1,300 people who work on machinery driven by electricity, etc., accidents apart from other ailments, are of common occurrence. Without disrespect to the science of Ayurveda which is in a languishing condition the maintenance of an allopathic full-fledged hospital working in all the three shifts for this factory, which is far away from the City area, is of paramount importance and necessity. The necessity for the maintenance of an ambulance is no less important as patients should be immediately conveyed to Victoria Hospital, etc., in case of accidents which may occur during the 24 hours the factory works.

The Management however have promised consideration of this demand. We request the Management to provide these facilities immediately.